

FORCE READINESS  
COMMAND (FORCECOM)

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Mission:  
Prepare the Workforce  
by providing

- Clear Tactics, Techniques and Procedures
- Relevant Training
- Quality Assessments

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REPORTERS  
WANTED!

Submit articles,  
pictures and story  
ideas to:  
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# FORCECOM Newsletter



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## Welcome Aboard CMC Sherman

LTJG Matthew C. Malacaria, FORCECOM External Affairs Officer

FORCECOM is pleased to welcome our new Command Master Chief, CMC Jeffrey Sherman. As the senior enlisted advisor to the FORCECOM Commander, Master Chief Sherman is the **Admiral's direct representative on all matters** pertaining to efficient and effective management of day to day activities within FORCECOM. He also is the liaison between the Admiral

and the senior enlisted throughout the command.

CMC Sherman is a Master Cutterman and a career Boatswain's Mate who has served as OIC of CGC AHI, CGC SEA OTTER, CGC PETREL, CGC BARRACUDA, and CGC CAPSTAN. In addition, he holds a 200-ton **Master Mariner's license.**



## ADMIRAL'S CORNER...



Shipmates,

Welcome to the first edition of the Force Readiness Command newsletter. This on-line publication will highlight the many aspects of FORCECOM, so that we may share accomplishments and celebrate achievements among ourselves and with the field.

For the past two years, FORCECOM members have worked steadfastly to improve human performance across the Coast Guard. Whether teaching personnel at one of our Training Centers; drafting Tactics, Techniques & Procedures; assessing readiness; coordinating exercises; or ensuring logistical support is in place to carry out our missions, the FORCECOM team has ensured that the men and women of the Coast Guard remain Semper Paratus. As I prepare to depart and transfer command to RDML Buschman, I know he will be pleased to take over the reins of an organization consisting of such incredible people. I am tremendously proud to have served with you as we **worked to prepare the Coast Guard's workforce.** As I depart FORCECOM for my next assignment, I look forward to seeing the results of your hard work out in the field.

Sincerely,  
RADM Steve Mehling

## Project Nathan: Coins and Care

GMCM Dan Wilbert, FORCECOM Weapons Section, Norfolk, VA

As an active volunteer Fire Fighter/EMT with York County Fire and Life Safety, GMCM Dan Wilbert learned of a very special young man who is in a fight for his life. Nathan was diagnosed in 2009 with a low grade astrocytoma (brain cancer). Shortly after hearing of a family trip scheduled for Nathan and his family to the Tidewater area, Master Chief Wilbert learned of Nathan's desire to collect challenge coins.



Using his network of personal contacts, Master Chief quickly got the word out about Nathan and word spread like wild fire! Before he knew it, GMCM Wilbert received over 160 challenge coins from various units in the Coast Guard from the Commandant on down. He received enough coins to fill two large "treasure chests."

Nathan and his family were treated to an all hands on deck parade made up of York County Fire and EMS, Williamsburg/James City County Fire, Newport News

PD, York County Sheriff's and many others. The event was capped off with a week-end stay at Great Wolfe Lodge in Upper York County.

GMCM Wilbert was extremely impressed with everyone's support and making a difference in Nathan's life!

You can read more about Nathan and his family by visiting [www.caringbridge.org/visit/nathannorman](http://www.caringbridge.org/visit/nathannorman)

## FORCECOM Award Winners

LTJG Matthew C. Malacaria, FORCECOM External Affairs Officer

Throughout the organization, FORCECOM personnel have earned numerous awards for their performance. Training Center Cape May's public affairs shop earned the CDR Jim Simpson Public Affairs Award. Under the leadership of CWO Donnie Brzuska, Cape May Public Affairs introduced a wildly successful Facebook page, embedded a reporter with a recruit company, and generated numerous articles and television clips.

FORCECOM was also well-represented among the winners of the 2013 Inspirational Leadership Awards. LCDR Robert Potter of ATTC Elizabeth City received the

CAPT John G. Witherspoon award (presented to officers), and Mr. George Noblit of TRACEN Cape May received the George R. Putnam award (presented to civilian employees). Both men distinguished themselves with their dedication to their duties and their ability to motivate others to excel. Additionally, Cape May's HS1 Christie Herms was named Fifth District's Enlisted Person of the Year.

FORCECOM personnel also earned recognition outside the Coast Guard. The International Society for Performance Improvement (ISPI) awarded TRACEN Petaluma with two Awards of Excellence this year.

The awards are designed to showcase the people, products, innovations, and organizations that represent excellence in the field of human performance technology worldwide. The first award was for their improvements to their Resident Instruction Development SOP, which made it easier for instructors to develop effective training materials. The second was for the redesign of the Coast Guard Emergency Medical Technician course, resulting in decreased academic attrition and an increased in certified EMTs. These awards are a testament to FORCECOM's commitment to improving human performance and preparing the workforce.

## Pain at the Pump: Managing Fuel

Doug Craft, Performance Technology Center, Yorktown, VA

With the cost of gasoline rapidly approaching \$4.00 a gallon, we are all personally feeling "pain at the pump". Now, imagine the financial impact of instead of putting 20 gallons in your car or SUV, you are putting 100 gallons into an RB-S, 1000 gallons into a HC-130, or even worse, 40,000 gallons into a Cutter! Not surprisingly, fuel and fuel associated costs represent a significant portion of the Coast Guard's budget.

The Performance Technology Center is conducting an analysis of fuel manage-

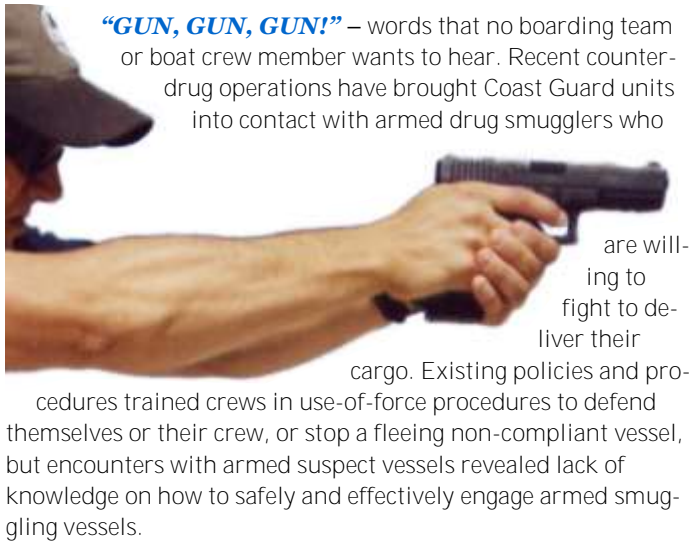


ment throughout the entire service. The goals of this analysis are to verify and validate performance requirements for

fuel management, and to recommend performance support systems that can be put in place to ensure that we manage fuel as effectively and efficiently as possible. Over the next several months, analysts will collect data from field observations and interviews with members across the entire spectrum of Coast Guard operating communities, other military branches, and the Defense Logistics Agency. With an annual fuel budget in the hundreds of millions of dollars, it is anticipated that significant saving in resources, manpower and costs are possible.

# TTP Spotlight: Dealing with Armed Smugglers

LTJG Matthew C. Malacaria, FORCECOM External Affairs Officer, Norfolk, VA



FORCECOM has sought to fill that gap with their Surface Disengagement & Reengagement TTP. LT Jason Mitchell and contractor Renny Arnold led a team of experienced personnel – including SMTC and Boat Forces instructors, as well as crewmembers who had encountered armed smugglers – to develop a set of tactics, techniques, and procedures that provided personnel with clear steps to take when they encounter a hostile vessel. FORCECOM's collaborative approach to drafting TTP – which only conveys guidance and instruction, not organizational policy – allowed for a streamlined approval process that delivered usable information to operational units far faster than a Headquarters-level manual – which sets official policy – can be drafted. This prompt turnaround ensures that all Coast Guard pursuit units have the necessary knowledge to protect themselves and complete their mission.

## Responding to SANDY

Carol Swinson, Exercise Support Det, Washington, D.C.

The FORCECOM Exercise Support Division (FC-ES) deployed active duty and civilian personnel for Super Storm SANDY response efforts from all three branches: Alameda, CA; Portsmouth, VA; and Washington, DC.

Exercise Support Team members from the DC and Portsmouth branches served as members of the Active Collections teams and were assigned to support LANT-5 in collecting, analyzing and reporting the issues identified from the response. The team conducted interviews to identify individual

issues or comments, which were then consolidated into lessons learned and recommended improvements. These will then be tasked out for action through the Remedial Action Management Program (RAMP).

Additionally, ES Division personnel served with the Surge Capacity

## PREPARING THE COAST GUARD WORKFORCE

Force, augmenting FEMA units and interviewing affected residents. Overall, FC-ES

supported Atlantic Area in coordination with the Office of Crisis & Contingency Planning and Exercise Policy (CG-CPE) in producing a single After Action Report for the operational response to the storm.



**"OPS, are we ready?"** This simple phrase is asked every day, but what exactly does "ready" mean? In order to clarify the standard, Congress directed all services to report capabilities based assessments. The

## Enhancing Readiness Reporting

Skip Shaw, Readiness, Standardization, & Assessment Branch, Norfolk, VA

USCG, in an effort to provide the most useful tools for the operator, has developed a Resource And Capabilities Evaluation System (CG-RACES). This system will differ from the currently used Defense Readiness Reporting System (DRRS) and multiple ad hoc systems by allowing a more holistic measurement of designed capabilities, resource availability, and current mission readiness. The system is focused on making the operator experience as user friendly and easy as possible. This system will allow the unit to publish readiness information including that which feeds DRRS and

GSORTS, but also provides the USCG with a means to apply analysis to all 11 statutory missions. The goal is to reduce reporting for the operator while allowing the chain of command to allocate the right capability, with the right resources, at the right place to accomplish the assigned mission. CG-Races will integrate with ALMIS and EAL, DRRS, and the CG-BI tools. Scheduled to be in place in the first quarter of FY14, FORCECOM is implementing CG-RACES to be a force multiplier and help the USCG remain **"Always Ready"**.



## Off-duty Coast Guard members to drive golf cart across USA for Wounded Warriors

BMC Travis Sanders, Boat Forces Center TRACEN Yorktown,



Covering over 4,000 miles through 13 states, a group comprised of both active duty and retired members of the Coast Guard Chief Petty Officers Association, Warrant Officers Association, Enlisted Association, and Officers Association will drive an electrically powered golf cart across America beginning April 29th, 2013, to raise awareness for The Wounded Warrior Project.

Envisioned by Chief Electrician's Mate Ray Rehberg, the trip will begin near the Coast Guard Training Center in Petaluma, California and end near the Coast Guard Training Center in Yorktown, Virginia.

"The Wounded Warrior Project is near and dear to all of our hearts and our Associations joined together to do something to show our support for our brothers and sisters in service," said Chief Rehberg. "It's veterans helping veterans."

In recent months, active, retired, and civilian members of the Coast Guard have given countless hours of their off time preparing for the event by holding fundraisers, passing out flyers, and making preparations to the cart, to include the installation of solar panels that will power the vehicle during the cross country venture. As volunteers, each active duty member taking part in the trip will do so on their own time, utilizing their own earned leave.

The crew plans on stopping along the way at various Veterans of Foreign Wars posts, Disabled American Veterans chapters, American Legions, Veteran's Hospitals, and other military areas to visit with as many veterans as possible from all military branches.

For more information on GO CARS or to donate to their project, check out their website:

<http://www.cartingforacause.org/index.php>

## More Than Ready: Preparing for the Worst, to Perform at our Best

LT Michael Torrez, FORCECOM Exercise Support Detachment, Washington, D.C.

A champion boxer or mixed martial arts fighter would never dream of entering the ring without practicing with a sparring partner. Sparring provides a real life opportunity to **test a fighter's strategy, tactics and ability to implement them on an opponent.** Contingency exercises fulfill the same function for our organization but with a greater cast of players and with a much heavier responsibility that reaches far beyond any one individual. Through Table-Top, Functional, and Full Scale Exercises, **FORCECOM's Exercise Support Division serves as the service's sparring partner.**

Like a fighter who watches video of an opponent and discusses strategies and tactics, Table-Top Exercises allow senior leaders to **discuss the "what if's" and "how do we...?" questions that develop our organization's ability to prepare and respond to All Hazards/All Threats.** The also allow us to develop coordinated responses with our partner agencies and the port stakeholders we work with daily.

As a fighter conditions their body with exercise and does countless repetitions of offensive and defensive techniques on bags, Functional Exercises provide an opportunity for a unit to refine the nuts and bolts of incident response without the full contact of deployed resources. After all, anyone can deliver a strike; but to strike effectively requires consistent practice.



**Then there's full contact sparring.** A fighter wears a minimal amount of padding to prevent injury while conducting live fighting: This is the Full Scale Exercise. This is where ideas and capabilities are tested as completely as possible within a controlled environment. Strengths will be identified, as well as weaknesses. All Hazards/All Threats is a tall order, but it is one we take very seriously. The emphasis we place on **Contingency Planning and Exercises demonstrates our organization's commitment to preparedness.** After all, you can always be ready, but being prepared takes commitment, discipline and time.